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Agenda items 124 and 133

Proposed programme budget for the biennium 2006-2007

Administration of justice at the United Nations

Administration of justice in the Secretariat

Second report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the following reports of the Secretary-General with regard to the administration of justice:

- Revised estimates to the proposed programme budget for the biennium 2006-2007 under sections 1, 8, 28A, 35 and income section 1 of the proposed programme budget for the biennium 2006-2007 (A/60/303)
- Activities of the Ombudsman (A/60/376)
- Administration of justice in the Secretariat (A/59/883)
- Practice of the Secretary-General in disciplinary matters and cases of criminal behaviour, 1 January 2004-30 June 2005 (A/60/315)

2. The Committee met with the Ombudsman of the United Nations and with representatives of the Secretary-General.

3. **During its consideration of these matters, the Committee bore in mind that the panel of external and independent experts to consider redesigning the system of administration of justice (the "redesign panel") called for in General Assembly resolution 59/283 will be established shortly and will be submitting a comprehensive report on the administration of justice. As such, the Committee was of the opinion that a number of the proposals made by the Secretary-General are, in fact, piecemeal at this stage and would need to be revisited in the light of the panel's review.**

05-53992 (E) 181005

I. Administration of justice at the United Nations: revised estimates to the proposed programme budget for the biennium 2006-2007 under section 1, 8, 28A, 35 and income section 1

4. In response to General Assembly resolution 59/283, the Secretary-General submitted revised budget estimates in the amount of $2,405,600 (net of staff assessment) to implement the requirements of that resolution. Below are the Advisory Committee's comments with regard to the revised budget proposal (A/60/303).

A. Office of the Ombudsman

5. The Advisory Committee recalls that in paragraphs I.1 to I.3 of its first report on the proposed programme budget for the biennium 2006-2007[1] it has recommended to the General Assembly the approval of one P-5 Conflict Management Officer, one P-3 Information Advocacy and Outreach Officer and two General Service (Other level) posts. In its resolution 59/283 (para. 20), the Assembly requested that the Office of the Ombudsman submit proposals for improving access to the Office for staff serving in different locations. In response, the Secretary-General proposes the establishment of three Ombudsman branch offices (in Geneva, Vienna and Nairobi), each headed by a D-1. **In the opinion of the Committee, this proposal needs to be reworked and should be considered further in the light of the work of the redesign panel. In this connection, thought should be given to finding creative ways and means to provide access to staff without automatically creating new offices and/or establishing new posts; full account should be taken of existing requests in the proposed programme budget for 2006-2007. In this connection, the Committee recalls and reiterates its statement in paragraph I.24 of its first report on the proposed budget for the biennium 2006-2007.**

B. United Nations Administrative Tribunal

6. In accordance with General Assembly resolution 59/283, the resources of the Administrative Tribunal will be transferred from section 8, Legal affairs, to section 1, Overall policymaking, direction and coordination, of the budget as at 1 January 2006. The transfer includes four posts, namely one P-5 Executive Secretary, one P-3 Legal Officer and two General Service (Other level) posts.

7. In paragraph 15 of his report (A/60/303) the Secretary-General indicates that, in order for the Tribunal to perform its functions in an independent manner, it would be necessary, in addition to transferring its resources from section 8 to section 1 of the budget, to establish a separate Tribunal administrative office. This office would be composed of one P-3 Administrative Officer and one General Service (Other level) Administrative Assistant post.

8. **Bearing in mind that the entire secretariat of the Tribunal consists of only four posts, in the opinion of the Advisory Committee, it would seem illogical for the executive office functions to require the establishment of two additional**

posts. The Committee has commented in the past on the tendency of the Secretariat to propose new resources for each new or different task. Surely a more pragmatic way can be found to carry out tasks such as the recording of leave requests and the maintenance of various personnel records.

9. **The independence of the Administrative Tribunal, emphasized by the Assembly on a number of occasions, is reinforced by both the perceived and actual complete independence of its secretariat in providing services to the Tribunal. In order to do so, the Tribunal secretariat must not be susceptible to influence by interested parties in the Secretariat. In the opinion of the Committee, the complete separation of the secretariat of the Administrative Tribunal from the Office of Legal Affairs and its placement under section 1 of the budget would provide the safeguard sought by the Assembly. Personnel services for the Tribunal secretariat, which are distinct from and not related to the services that the Secretariat renders to the Tribunal itself, can be provided from an existing executive office, such as the Executive Office of the Office of the Secretary-General. Should the executive office that provides this service find it difficult to absorb, then the capacity released from the Executive Office of the Office of Legal Affairs should be appropriately redeployed. The Committee therefore recommends against the establishment of the additional P-3 and General Service (Other level) posts.**

10. Additional resources ($129,000) for general temporary assistance equivalent to 14 months at the P-2 level are proposed to meet the demands of an expected additional workload (12 months) and activities related to the overall review of the Tribunal (2 months), as requested by the General Assembly. **The Committee supports the Tribunal's efforts to clear its backlogs and ensure future efficiency. The Committee recommends approval of these additional resources.**

C. Panel of Counsel

11. Additional resources for the work of the Panel of Counsel are requested in accordance with paragraphs 25 and 28 of General Assembly resolution 59/283. Paragraph 28 states that in order to increase outreach activities, travel costs for this purpose should be considered for inclusion in the proposed programme budget for the biennium 2006-2007 under section 28A, Office of the Under-Secretary-General for Management. Additional resources in the amount of $31,500 are proposed for travel, daily subsistence allowance and expenses. The Advisory Committee was informed that the proposed programme budget for the biennium 2006-2007 was insufficient to absorb $31,500. **The Committee recalls that, in its first report on the proposed programme budget for the biennium 2006-2007[1] (ibid., paras. 89-92), it reiterated its concern with regard to the harmonization of travel, recommending the increased use of videoconferencing and other electronic means of communication. Bearing in mind the travel resources proposed in the budget as a whole, the Committee does not see the need for an additional appropriation at this time; additional requirements, if any, should be reflected in the first performance report for 2006-2007.**

D. Review of the internal justice system (redesign panel)

12. In response to General Assembly resolution 59/283 (paras. 47-50), the Secretary-General proposes under section 28A, Office of the Under-Secretary-General for Management, additional resources in the amount of $1,060,500 related to requirements for the redesign panel and supplementary support requirements.

Proposed requirements for the redesign panel

Consultants and experts	
Remuneration for five panel members for six months each (based on a base annual salary of $189,952 at the Under-Secretary-General level recruited for services of limited duration)	$474 900
Travel of panel members from home locations to Headquarters (based on three trips per expert)	$104 100
Travel of panel members on mission to Geneva, Vienna, Nairobi, the United Nations Organization Mission in the Democratic Republic of the Congo and Santiago	$151 800
Communication expenses	$10 000
Total	**$740 800**

13. The Committee recalls that resolution 59/283 (para. 50) stipulates that the panel will start its functions no later than 1 February 2006 and will submit its findings and recommendations by the end of July 2006. **The Committee looks forward to the redesign panel's findings and recommends approval in the amount of $740,800 for the above-noted requirements directly related to the panel's activities.**

Proposed supplementary support requirements

Consultants and experts	
Remuneration for a legal consultant (to provide support functions)	$104 800
General temporary assistance equivalent to seven months of one P-5 and one General Service (Other level) posts each	$154 200
Travel of staff	
Travel on mission to Geneva, Vienna, Nairobi, the United Nations Organization Mission in the Democratic Republic of the Congo and Santiago for two support staff	$60 700
Total	**$319 700**

14. The Committee notes that the panel will include three legal experts (namely, one pre-eminent judge or former judge with administrative law experience, one expert in alternative dispute resolution methods and one leading legal academic in international law) and two other experts (one person with senior management and administrative experience in an international organization and one person with United Nations field experience) (see resolution 59/283, para. 48). As such, panel

members should bring with them substantial legal and administrative expertise. The Committee notes that resolution 59/283 defines clear parameters for the conduct of the redesign panel's work, stressing the panel's independence, objectivity and wide range of professional expertise.

15. **Given the high level of the panel and the broad experience of its members, the panel members will surely be actively engaged in all aspects of its work and in formulating conclusions and recommendations. Rather than predetermining the need for any particular type or level of supplementary external expertise, the Committee believes that the panel itself should determine what external expertise it requires, if indeed it needs any, bearing in mind that service from within the Secretariat should, in general, be the first recourse. Taking into account the level of consulting funds available in the budget as a whole, the Committee recommends against the provision of an additional $104,800 for consultant and expert services at this time. Additional requirements, if any, can be reflected in the first performance report.**

16. As noted above, the request for additional resources to support the panel also includes an amount of $154,200 for general temporary assistance, equivalent to seven months of one P-5 and one General Service (Other level) posts, as well as travel for both staff amounting to $60,700. The Committee notes that the budget proposal presumes that the panel would travel to Geneva, Vienna, Nairobi, Santiago and the United Nations Organization Mission in the Democratic Republic of the Congo, notwithstanding the fact that the panel has not yet been formed and may decide to organize its travel in a different way. The Committee notes that each of these locations has well-developed administrative structures in place and any administrative and logistical backstopping can certainly be provided directly from there. Meanwhile, any administrative and logistical support required at Headquarters can easily be provided by the Secretariat itself. With regard to the substantive preparation of the redesign panel's work, such as background papers or briefing notes, the Committee points out that all required expertise, institutional memory and staffing resources are readily available at Headquarters, including the Office of the United Nations Ombudsman, the Office of Legal Affairs, the Department of Management, the Office of Human Resources Management and the Department of Peacekeeping Operations. Under the circumstances, the Committee does not recommend the approval of resources for "stand-alone" support services. **However, the Committee recognizes that the redesign panel would benefit from a point of contact at Headquarters. In view of the fact that the tasks associated with the provision of support services to the panel do not constitute a full-time occupation, the Committee expects that the various entities concerned will collaborate to designate a staff member to act as a redesign panel focal point. That person should function as an executive secretary for the panel and should be redeployed, as necessary, from an existing office to perform that function. Should the person so designated need to travel with the panel, the related resources should be accommodated from within the provision for travel in the budget as a whole.**

II. Activities of the Ombudsman

17. The Advisory Committee takes note of the report of the Secretary-General on the activities of the Ombudsman (A/60/376). **The Committee would find it helpful if future reports could elaborate on the statistics by providing descriptive material based on actual work performed, without prejudicing staff confidentiality. The Committee trusts that the report on the activities of the Ombudsman will serve as a useful information resource for the work of the redesign panel.**

III. Administration of justice in the Secretariat

18. The Advisory Committee recalls that the General Assembly, in its resolution 59/283 (paras. 29 to 33), requested the Secretary-General to submit proposals to separate the Administrative Law Unit's functions through the redeployment of resources, in order to avoid conflicts of interest. With regard to potential conflicts of interest, the Assembly noted that the Administrative Law Unit has the multiple functions of administrative review, appeals, handling disciplinary matters and provision of advisory services. The Secretary-General subsequently analysed the matter and concluded that it would not be in the interest of the Organization to separate the Unit's functions, as the Unit, while functionally assigned the execution of responsibilities related to appeals matters, was an integral part of the Office of Human Resources Management and, within that Office, of the Division for Organizational Development (A/59/883, para. 4). The Secretary-General concluded that the issues raised would also be reviewed by the redesign panel with a view to preparing a comprehensive solution (ibid., para. 9). **The Committee recognizes the value of awaiting the redesign panel's results and trusts that, in considering resolution 59/283, the redesign panel will thoroughly examine and evaluate the Administrative Law Unit's role and functions with a view to avoiding potential conflicts of interest and ensuring staff confidence in the internal justice process.**

IV. Practice of the Secretary-General in disciplinary matters and cases of criminal behaviour

19. The Advisory Committee took note of the report of the Secretary-General on the practice of the Secretary-General in disciplinary matters and cases of criminal behaviour for the period from 1 January 2004 to 30 June 2005 (A/60/315). The Committee regrets that the report did not further analyse the data but rather presented a narrative of cases, including of theft and misappropriation, fraud and misrepresentation. It would be helpful to develop comparative and reader-friendly statistical tables, including the total number of cases brought to the attention of the Secretary-General, the number of cases subsequently reviewed by the Office of Human Resources Management and the cases that resulted in disciplinary or other measures. Such a table should also include an indication of the total number of staff who were actually employed by the Organization during the time period under review. The Committee notes that paragraphs 15 to 38 of the report specify various categories of cases resulting in disciplinary actions against a total of 24 staff members over an 18-month period. However, paragraph 39 of the report notes that data provided by the Office of Internal Oversight Services indicates that for the

same period, a total of 32 cases were referred to national authorities. The report did not indicate whether any of the 24 cases in paragraphs 15 to 38 of the report resulted in referral to national authorities. **The Committee trusts that both the Office of the Secretary-General and the Office of Internal Oversight Services will collaborate to develop one jointly administered database, keeping in mind matters of confidentiality.**

Notes

[1] *Official Records of the General Assembly, Sixtieth Session, Supplement No. 7* and corrigendum (A/60/7 and Corr.1).

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Programme budget for the biennium 2004-2005

Proposed programme budget for the biennium 2006-2007

Suspension of recruitment for posts in the General Service and related categories

Third report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee has considered the report of the Secretary-General on the suspension of recruitment for posts in the General Service and related categories (A/60/363). During its consideration of the report the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification.

II. Suspension of recruitment of General Service and related categories

2. In its resolution 58/270 of 19 March 2004 (para. 25), the General Assembly had requested the Secretary-General to suspend recruitment action for new vacancies in General Service posts for the biennium 2004-2005, with the exception of safety and security personnel and editorial assistants (text processors) in language functions, and to report on the progress made and on the impact of those measures in the context of his performance reports. In his first performance report on the programme budget for the biennium 2004-2005 (A/59/578, para. 42), the Secretary-General indicated that a report would be submitted to the General Assembly in the latter part of 2005 recommending the lifting of the suspension of recruitment of General Service staff for the remainder of the biennium. Having taken note of the Secretary-General's intention, the General Assembly requested that a comprehensive report on this issue be submitted at the beginning of the sixtieth session (resolution 59/276, sect. VIII, para. 7). The report under consideration (A/60/363) has been submitted in response to this request.

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3. The Advisory Committee notes that the Secretary-General recommends that the suspension of recruitment in the General Service and related categories be lifted with effect from 1 December 2005, which would allow a lead time for advertising and processing vacancies without affecting the budget for the current biennium (A/60/363, para. 16). The proposed programme budget for the biennium 2006-2007 has been established based on a vacancy rate of 1.5 per cent for the General Service category, in anticipation of the lifting of the suspension of recruitment.

4. The report of the Secretary-General describes a number of difficulties arising from the suspension of recruitment for posts in the General Service and related categories (see A/60/363, paras. 7-11). The Secretary-General stresses in particular the difficulties reported in filling vacancies for specialized staff due to the shortage of qualified candidates and the frequent need to advertise more than once. The Committee also recalls that this difficult issue had been raised by some programme managers during the budget consideration process. The Committee requested additional information on the specialized functions, the number of posts involved and their distribution across departments, but was informed that this information was not readily available. The Committee was provided with a list of functional titles used within the General Service and related categories under the regular budget, derived from the Integrated Management Information System (IMIS). The list includes over 400 functional titles grouped broadly under secretarial and non-secretarial functions. The Advisory Committee was informed that a detailed review of General Service functions and ratios relative to Professional staff was under way (see also para. 11 below).

5. **The Advisory Committee points out that the narrative of the report, emphasizing disruptions due to the recruitment freeze, is not always supported by the data presented. For example, paragraph 10 of the Secretary-General's report refers to the difficulty in maintaining staffing levels due to lack of experienced candidates under Humanitarian assistance, inter alia, whereas the annex to that report shows that there were no vacant posts among General Service staff in this section as of 31 July 2005. Furthermore, the large number of vacant posts under Safety and security is presented as a factor, whereas Safety and security has, in fact, been exempted from the freeze.**

6. The Advisory Committee notes that short-term interim measures taken by departments to mitigate the effects of the suspension of recruitment of staff in the General Service and related categories have been the utilization of overtime and of individual contractors, the reprioritization of tasks and the transfer of some functions to Professional staff, among others.

7. **The Committee notes with concern that the report of the Secretary-General enumerates the problems encountered and the application of interim solutions, with little or no analysis of the important issues under consideration, nor of the lessons to be learned from this exercise. The Advisory Committee is of the opinion that, through this measure, the General Assembly intended to stimulate the search for creative and practical solutions for optimizing the utilization of available resources, as well as the longer-term planning for the modernization and streamlining of administrative processes, including the proper application of information technology, in order to release resources from administrative functions and redeploy them to substantive areas. In this connection, the Advisory Committee recalls its previous reports (A/58/7, para.**

143; A/60/7, para. 53) in which it had called upon the Secretary-General to be creative in the management of staff. In the case at hand, for example, the creation of a pool of staff with a variety of skills used across all sections that could then be deployed to departments dynamically to meet changing requirements and peak workloads might have been explored.

8. In its review of the proposed programme budget for the biennium 2006-2007, the Committee stated its view that the suspension of General Service recruitment across the board might have been too broad a measure. It also recommended that the suspension of the recruitment of General Service staff should be lifted (A/60/7, paras. 82 and 83).

9. **However, having considered the current report of the Secretary-General, the Committee is of the opinion that it would be premature to approve the Secretary-General's proposal to lift the suspension of recruitment as of 1 December 2005 while the comprehensive analysis of the functions performed by the General Service staff is still under way. Whether or not the freeze is continued past its scheduled termination date of 31 December 2005, the Advisory Committee recommends that the Secretary-General prepare a plan of action on the way forward. In this regard, the Committee requests that a comprehensive list of specialized functions be established expeditiously by the Office of Human Resources Management, based on the list of functions provided to the Committee. The Advisory Committee firmly believes that it is incumbent upon the Secretary-General to propose ways and means for selectively eliminating General Service posts whenever and wherever possible.**

III. Ratio of General Service posts to Professional posts

10. The Advisory Committee has commented on the proposed abolition of 92 posts in its first report on the proposed programme budget for the biennium 2006-2007 (A/60/7 and Corr.1, para. 81) and on the concurrent increase in extrabudgetary General Service staff, which rose from 4,568 in 2002-2003 to 5,634 in 2004-2005. A further increase to 6,306 is proposed for 2006-2007. **It is therefore not clear to what extent the reduction of the number of General Service posts is due to efficiency gains.**

11. The Advisory Committee notes that a consultant has been engaged to carry out a review of the ratio of General Service staff to Professional staff, in response to the concerns of the General Assembly on the high proportion of General Service posts to Professional posts in the regional commissions (General Assembly resolution 56/253, para. 72), as well as its own recommendation that a comprehensive analysis of the functions performed by the General Service staff be carried out with a view to determining accurately which posts could be eliminated without detriment to the work of the Organization (A/60/7, para. 83).

12. During its discussions with the representatives of the Secretary-General, the Advisory Committee was informed that the first draft of the report of the consultant would be issued by the end of October 2005. It would contain, inter alia, an analysis of the composition and functions of General Service staff, the evolution of these functions and trends over time, the differences between duty stations, the impact of information technology and an evaluation of the best practices of organizations similar to the United Nations.

13. **The Advisory Committee looks forward to reviewing the comprehensive analysis of General Service functions, which is long overdue. However, it is of the opinion that such a study should have been done in-house, in cooperation with the Office of Internal Oversight Services. Such an analysis should not be viewed simply as another report to be submitted, but as an essential step in the ongoing process of streamlining and modernizing administrative processes of the United Nations. It is the view of the Committee that the process of carrying out this analysis in-house would have led to a greater knowledge of the specificities of various departments and processes, thus facilitating the formulation of proposals for creative, workable solutions. The insight and expertise acquired during the analysis would be valuable throughout the implementation phase. Internal capacity should therefore be strengthened, through training and occasional support from external experts when necessary.**

IV. Conclusion

14. The Advisory Committee has consistently urged improved efficiency and cost-effectiveness as well as the streamlining of administrative processes and the greater use of information and communication technologies to automate repetitive tasks. The Office of Internal Oversight Services has also made recommendations for the development of a time-bound plan for reducing duplication, complexity and bureaucracy in administrative processes and procedures (A/58/211, sect. VI). **The Advisory Committee is convinced that there remains a great potential for improving productivity, thus releasing considerable resources that could be used more effectively on programme activities.**

15. **The Advisory Committee recognizes that a number of measures for improvement have been taken over the years. A number of useful studies on administrative functions have also been carried out. However, it agrees with the Office of Internal Oversight Services that it is necessary to adopt a systemic, enterprise-wide approach that is designed to meet the needs of the entire Organization. The Committee recommends that the comprehensive analysis of General Service functions take into account the recommendations of the Office of Internal Oversight Services (A/58/211, sect. VI) and be prepared in a manner that would allow it to be used as an input for the development of the time-bound plan (see para. 14 above).**

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Proposed programme budget for the biennium 2006-2007

United Nations common system

Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for 2005

Fourth report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in document A/60/421 on the financial implications for the biennium 2006-2007 of the decisions and recommendations of the International Civil Service Commission (ICSC) on the common system, as contained in the report of ICSC to the General Assembly for the year 2005.[1]

2. As in the past, the Advisory Committee has confined its consideration of the financial implications of recommendations contained in the report of ICSC to those submitted to the General Assembly by the Secretary-General in his statement. As indicated in paragraph 1 of the Secretary-General's statement, the report of ICSC contains decisions and recommendations involving financial implications for the United Nations system organizations that would, however, have no financial implications for the United Nations proposed programme budget for the biennium 2006-2007. The Advisory Committee has not commented on the recommendations themselves or on their underlying methodology.

3. As indicated in paragraph 3 of the Secretary-General's statement, the General Schedule salary scale for the federal civil service of the United States of America in Washington, D.C., the current comparator, increased by 2.5 per cent on a gross basis, as from 1 January 2005. The 2005 General Schedule increase, combined with the effect of tax changes, resulted in GS-13/GS-14 salary levels that were 2.49 per cent higher than the current base/floor salary scale. In accordance with the approved procedures and past practices, this would call for an upward adjustment of the

[1] *Official Records of the General Assembly, Sixtieth Session, Supplement No. 30* (A/60/30).

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common system salary scale by 2.49 per cent. The Commission, in its 2005 annual report, decided to recommend to the General Assembly an upward adjustment of the current base/floor salary scale for staff in the Professional and higher categories by 2.49 per cent, effective from 1 January 2006; the increase of 2.49 per cent for the year 2006 in the base/floor salary scale would be implemented through the standard method of consolidating post adjustment multiplier points on a no-loss/no-gain basis.

4. The Committee notes from paragraph 4 of the Secretary-General's statement that the financial implications of the 2.49 per cent upward adjustment of the current base/floor salary scale for staff in the Professional and higher categories for the United Nations proposed programme budget for the biennium 2006-2007 are estimated at $975,300 as follows: $484,400 due to the increased level of mobility and hardship allowance and $490,900 due to the increased level of separation payments.

5. **The Advisory Committee is of the view that the term "no-loss/no-gain" used in the Secretary-General's statement needs further explanation that would clearly demonstrate whether or not an upward adjustment of the base/floor salary scale, when implemented through the method of consolidating post adjustment multiplier points, would actually come at no additional cost to the United Nations. The Advisory Committee questions the cost neutrality beyond the date of implementation in particular with regard to the management of the post adjustment system. The explanation should be provided to the Fifth Committee at its current session and should be included in all future statements on ICSC recommendations as appropriate. If necessary, the term "no-loss/no-gain" should be replaced with another term that could better describe the consolidation of post adjustment multiplier points into base/floor salary scales.**

6. As indicated in paragraph 10 of the Secretary-General's statement, based on its 2005 review of the level of hazard pay for international and locally recruited staff, the Commission had decided to increase the level of hazard pay granted to internationally recruited staff from $1,000 to $1,300 per month, effective 1 January 2006. The Advisory Committee notes from paragraph 12 of the Secretary-General's statement that the financial implications of the decision on hazard pay are estimated at $4,694,400 for the proposed programme budget for the biennium 2006-2007. The Committee observes that in estimating the implications of the proposed increase in the level of hazard pay granted to international staff, the Secretariat utilized the most recent available statistics on the number of such staff deployed in the field for special political missions. According to the Secretariat, at present, about 700 posts for internationally recruited staff have been utilized in special political missions at duty stations classified as hazard duty stations. The Advisory Committee requests that a breakdown of these 700 posts by duty stations be provided to the Fifth Committee.

7. As indicated in paragraph 14 of the Secretary-General's statement, the related additional requirements under the proposed programme budget for the biennium 2006-2007 resulting from the recommendations and decisions of ICSC are estimated at $5,669,300, net of staff assessment. The Secretary-General intends to reflect these additional requirements in the recosting of the proposed programme budget prior to determination of the appropriation to be adopted by the General Assembly. **The Advisory Committee has no objection to the Secretary-General's approach.**

8. The Advisory Committee notes from paragraph 9 of the Secretary-General's statement that the recommendation of ICSC on adjustment of staff assessment rates will have no impact on net resource requirements under the proposed programme budget for the biennium 2006-2007. The reduction of $48,890,000 under section 35, Staff assessment, which will be offset by a corresponding reduction under Income section 1, Income from staff assessment, will be reflected in the recosting of the proposed programme budget for the biennium 2006-2007.